The 2004 South Dakota Health Care Professional Workforce Report

South Dakota Department of Health
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Doneen Hollingsworth, Secretary
Department of Health

Office of Data, Statistics and Vital Records
South Dakota Department of Health
600 East Capitol Avenue
Pierre, South Dakota

Telephone: (605) 773-3361
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Preface

The 2004 South Dakota Health Care Professional Workforce Report serves as a way to determine the vacancy and turnover rate of health care professionals in South Dakota at a single point in time.

The information used to develop the report came from the South Dakota Health Care Professional Survey. The Office of Data, Statistics and Vital Records and the Office of Rural Health created the survey in consultation with the Colleagues In Caring program. The survey was conducted and analyzed by the Office of Data, Statistics and Vital Records.

The survey consisted of questions that inquire about the number of vacancies and turnovers of health care professionals within South Dakota. This survey was created in response to the need for information about the status of health care professionals in South Dakota. The data will be shared with all healthcare organizations to help recruitment and retention efforts within the state for all health care professions.

The survey was sent to all Department of Health registered, licensed, and or certified (Medicare/Medicaid) health care facilities within the state of South Dakota as well as clinics. Each facility type received a separate survey that asked about key health care professionals within their facility. Facility types included assisted living centers, inpatient chemical dependency, certified end-stage renal disease, clinics, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, and hospitals including: community, non-community and specialty.

Any questions regarding The 2004 South Dakota Health Care Professional Workforce Report should be addressed to:

Office of Data, Statistics, and Vital Records
600 East Capitol
Pierre, South Dakota 57501-2536
Phone: (605) 773-3361
Internet: http://www.state.sd.us/doh/

The following people were the main contributors to the development of this report:

Barb Buhler	**Department of Health Public Information Officer**
Marge Hegge, Ed D	**Coordinator, Nursing Accelerated Program**
Kim Knittel	**Department of Health Policy Analyst**
Kathlene Mueller	**Department of Health Manager, Office of Data, Statistics and Vital Records**

Methodology

Data Collection Process

The Department of Health in consultation with the Colleagues in Caring Program developed the workforce survey for the first time in 2002. To collect additional data, the survey was conducted again and sent to all Department of Health licensed, registered, and certified facilities as well as clinics in May of 2004 with a response rate of 72.4 percent. A second round of surveys was sent to non-responding facilities to improve the response rate. The second round of surveys improved the return rate to 86.3 percent. Surveys were entered into an Access database and analyzed using Excel.

For analysis purposes only full-time positions, vacancies, and turnovers were used throughout this report.

Turnover numbers are reported for the facilities' fiscal year however, vacancy numbers are reported as of January 31st 2004.

Data Limitations

This report includes clinics and Department of Health licensed, registered, and certified facilities and the health professionals employed in these facilities. Therefore this data can not be extrapolated to facilities who were not surveyed.

Publication Format

The report is divided into five main areas: statewide data, geographic area, facility type, selected profession groups, and combined facilities.

- Statewide data includes data for all facility types.
- Geographic area breaks out the facilities by community size. They are either considered urban, rural or frontier. See Appendix C for a map of the urban, rural, and frontier areas in South Dakota.
- Facility type is the break out of the nine different facility types. Selected profession groups were surveyed for a closer look at selected professions.
- Selected profession groups are also trended from 2002 to 2004.
- Combined facilities were added in 2004 to address the issue of when two or more facilities share staff and can not break out their staffing numbers.
- **Note:** Clinic data is included in 2003 and 2004 information throughout this report

TABLE OF CONTENTS

Topic	Page
Preface	**i**
Table of Contents	**v**
List of Figures	**vii**
List of Tables	**xi**
Statewide Data	**3**
Geographic Area	**9**
Facility Type	**19**
Selected Profession Groups	**35**
Combined Facilities	**43**
Appendix A	**49**
Appendix B	**53**
Appendix C	**57**

LIST OF FIGURES

Figure		Page
1	Percent of Vacancies and Turnovers	3-4
2	Top Ten Full Time Budgeted Positions – Percent of Vacancies and Turnovers	5
3	Impact of Vacancies or Turnovers on Facilities	6
4	Measures Taken to Tackle Hard-to-Fill Vacancies	6
5	Percent of Surveys Received by Geographic Area	9
6	Percent of Full Time Positions, Part Time Positions, Combined Budgeted Vacancies and Combined Turnovers by Geographic Area	9
7	Positions with the Highest Percent of Vacancies by Geographic Areas	10
8	Positions with the Highest Percent of Turnovers by Geographic Areas	11
9	Top Ten Budgeted Full Time Positions and Percent of Vacancies	12
10	Top Ten Budgeted Full Time Positions and Percent of Turnovers	13
11	Hard-to-Fill Positions by Geographic Area	14
12	Responses Why Positions Were Hard-to-Fill by Geographic Area	14
13	Impact of Vacancies or Turnovers on an Institution by Geographic Area	15

Figure **Page**

14 Measures Taken to Tackle Hard-to-Fill Vacancies by Geographic Areas 15

15 Return Rates for Type of Facility 19

16 Assisted Living Centers – Percent of Vacancies and Turnovers 20

17 Assisted Living Centers – Responses of Why Vacancies Were Hard-to-Fill 20

18 Chemical Dependency Facilities – Percent of Vacancies and Turnovers 21

19 Chemical Dependency Facilities – Responses of Why Vacancies Were Hard-to-Fill 21

20 Renal End-Stage Facilities – Responses of Why Vacancies Were Hard-to-Fill 22

21 Renal End-Stage Facilities – Percent of Vacancies and Turnovers 23

22 Home Health Agencies – Percent of Vacancies and Turnovers 24

23 Home Health Agencies – Responses of Why Vacancies Were Hard-to-Fill 24

24 Nursing Facilities –Responses of Why Vacancies Were Hard-to-Fill 25

25 Nursing Facilities – Percent of Vacancies and Turnovers 26

26 Hospitals – Responses of Why Vacancies Were Hard-to-Fill 27

27 Hospitals – Percent of Vacancies and Turnovers 28

28 Rural Health Clinics – Percent of Vacancies and Turnovers 29

Figure **Page**

29 Rural Health Clinics – Responses of Why Vacancies Were Hard-to-Fill 29

30 Clinics – Responses of Why Vacancies Were Hard-to-Fill 30

31 Clinics – Percent of Vacancies and Turnovers 31

32 Intermediate Care Facilities for the Mentally Retarded – Percent of Vacancies and Turnovers 32

33 Nursing – Percent of Vacancies of Selected Budgeted Full Time Positions, 2002-2004 35

34 Nursing – Percent of Turnovers of Selected Budgeted Full Time Positions, 2002-2004 35

35 Nursing – Hard-to-Fill Responses of the Selected Budgeted Positions, 2002-2004 36

36 Nursing – Percent of Respondents Who Reported Positions as Hard-to-Fill, 2002-2004 36

37 Allied Health – Percent of Vacancies of Selected Budgeted Full Time Positions, 2002-2004 37

38 Allied Health – Percent of Turnovers of Selected Budgeted Full Time Positions, 2002-2004 37

39 Allied Health – Hard-to-Fill Responses of the Selected Budgeted Positions, 2002-2004 38

40 Allied Health – Percent of Respondents Who Reported Positions as Hard-to-Fill, 2002-2004 38

41 Physicians and Physician Assistants – Percent of Vacancies of Selected Budgeted Full Time Positions, 2002-2004 39

42 Physicians and Physician Assistants – Percent of Turnovers of Selected Budgeted Full Time Positions, 2002-2004 39

Figure **Page**

43 Physicians and Physician Assistants – Hard-to-Fill Responses of the Selected Budgeted Positions, 2002-2004 40

44 Physicians and Physician Assistants – Percent of Respondents Who Reported Positions as Hard-to-Fill, 2002-2004 40

45 Combined Facilities – Percent of Vacancies and Turnovers 43

46 Hard-to-Fill Positions for Combined Facilities 44

47 Responses Why Positions Were Hard-to-Fill for Combined Facilities 44

48 Impact of Vacancies or Turnovers on Combined Facilities 45

49 Measures Taken to Tackle Hard-to-Fill Vacancies in Combined Facilities 45

LIST OF TABLES

Table		Page
1	Number of Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	53-54